Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the "tools and opportunities" to grow and develop, professionally, and personally, while improving mission accomplishment. The Four Quadrant Human Performance System Model is the underlying human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

Task Force EXCEL Board of Advisors Meet in the Pentagon

      The Chief of Naval Operations and the Master Chief Petty Officer of the Navy met in the Pentagon yesterday afternoon with VADM's Konetzni, Lafleur, Harms, Tracey, Nathman, Malone, Grossenbacher, and RADMs Moran, Lohr, Ulrich, Hoewing, Henry, Lescavage, Brown, Porterfield, Zortman, Singer, Munns, Voelker and other senior OPNAV and Fleet leadership to discuss Task Force EXCEL project and program progress to date.

      The CNO reiterated his personal and professional commitment to the Navy-wide implementation of the Human Performance Systems Model (HPSM). The CNO challenged Fleet and NPC flag leadership to work closely and aggressively in process mapping so as to continue to ignite the cultural and process changes that will change the way the Navy conducts business (see attachment below as an example of the impact of the spread of the Revolution in Training).

MCPON described how the HPSM and Sailor continuums are being applied to the career development of Navy Chief Petty Officers and the expected impact this will have upon the chief's mess writ large.

The twenty plus flag officers took briefs on, and discussed, the new organizational structures which are changing the training and education environment and the effect upon other Navy commands.

The Board of Advisors discussed developments in Personal Portable Web pages for all Sailors, the interactive impact of new technologies, and the increased control each Sailor will have upon their own individual personal and professional outcomes.

The individual briefs will soon be available for review on the TFE website at: *www.excel.navy.mil*.

Professional Development: *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include AG, AD, AS, AM, AW, AZ, BM, BU, CE, CM, CT, DC, EA, EO, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG, SW, and UT.*

STG- The final draft System Alternative Report (SAR) for the Surface Anti-Submarine Warfare (ASW) Analysis Study has been completed.
➢ A new section of the SAR, which addresses return on investment (ROI) and other measures of effectiveness (MOE), is being prepared prior to submission to the Task Force EXCEL ASW Mission Area Sponsor.
➢ Delivery of the final SAR completes instructional systems/human performance tasking for the Major Training Command Experiment (MTCE) project and Quadrants I and II of the Task Force EXCEL STG Rating Analysis.
➢ Submarine damage control command and control data collection from San Diego area SME's is undergoing analysis and will be added to the set of existing damage control results.
➢ The final draft will be released for review to appropriate working group personnel by 14 SEP.

Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions that analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C4, Engineering, and Damage Control.*

C4: Human Performance Center (HPC) team reps met with Second Fleet to discuss TFE C4 Mission Area Analysis (MAA).
➢ Second Fleet was presented the ISRC development model, along with the team's vision of testing protocols and implementation plans.
➢ Database work continues in the effort to document links between systems/equipment and NMETS.

Applied Projects, Beta Tests, and Centers:

Naval Center for Cryptology (NCC)- The Cryptologic Community has completed a validation of the Master Task List (MTL) for Communications (CTO), Maintenance (CTM), and Technical/Electronic Warfare (CTT/EW) ratings.

Center of Excellence for Naval Aviation Technical Training (CENATT)- HPC experts have finalized the initial aviation process and Plan of Action and Milestones (POA&M) for completing the extensive analysis and aviation rating reviews required.

➢ The HPC has completed the Aviation Administration (AZ) rating Job Task Analysis (JTA) data collection workshop.
➢ Next step is preparation for the Aircraft Support Equipment Mechanic (AS) rating JTA workshop scheduled for 17-27 SEP.
➢ The AS JTA SME read-ahead material has been delivered to the TFE AS Project Lead SME.
➢ Currently examining the capabilities of the automated data collection tool being developed for the AS JTA workshop.
➢ Scoping Meetings for Aviation Machinist Mate (AD), Aircrew (AW), Aviation Machinist Structural (AM), are 8, 9, and 10 Oct 02 respectively at NAMTRA Pensacola. Agendas to follow.
➢ As part of the upcoming expansion into more aviation rates, multiple training sessions for aviation team members have been scheduled.
  ✓ Facilitator/Recorder Training is 10-11 SEP in Orlando.
  ✓ Recorder Training is 16 SEP in San Diego.
  ✓ Facilitator Training is 18-19 SEP in San Diego.
  ✓ Facilitator/Analyst Training is 24-26 SEP in Pensacola.

Center for Information Technology (CIT)- Commanding Officer of the CIT met with the Commanding Officer of the Center for Submarine Operations to discuss the IT training submarine ratings receive (the submarine force has no specific ITs).

Center for Intelligence (CI)- Completed draft of proposed Center for Intelligence organizational structure.
➢ Center for Intel proposed Fact & Justification (F&J) sheet submitted to Strategic Planning Group.

Center for Naval Engineering (CNE)- Human Performance Center (HPC) experts met with CNE working group members to review mission area analysis progress, receive Quadrant 1 deliverables (Vector models and master task lists), and discuss the way ahead.
➢ Commanding Officer of the CNE met with HPC leadership to discuss the HPC role in the CNE standup and mission.
➢ A Quadrant II scoping meeting will occur in Norfolk 16-18 September.
➢ A second Quadrant I effort will begin shortly to include the officer continuums the CNE.

Center for Naval Leadership (CNL)- Efforts are underway to populate a database for cataloguing, evaluating, and comparing leadership products currently available. This tool will be used for the Quad 2 comparative evaluations of courseware products and training tools.
➢ The team is also working closely with the FranklinCovey consulting for assistance with recommendations for establishing Levels 1-5 metrics and measurements for upcoming beta tests.
➢ Center for Leadership personnel are working with Work Center Supervisor (WCS) SMEs to further define leadership expectations so that the recommendations made for a WCS blended learning solution will be 'on- target'.
➢ A coordination meeting will occur sometime in the last two weeks of September.

Center for Personal Development (CPD)- Analysis and dialogue of programs under consideration for inclusion in the Provisional Center for Personal Development (P-CPD) continues.

➢ The goal is to ensure that P-CPD has those programs necessary to maximize agility and fleet-responsiveness in the first year of operations, while continuously addressing the continuity and efficiency of those programs.
➢ The P-CPD headquarters has been recommended for placement in the Norfolk area.
➢ The Q2 Human Performance Team is refining the solutions recommendations and anticipates delivery to PCO of the CPD prior to 01 October.

Center for Services Support (CSS)- The next MS working group meeting will be held 24-25 SEP in Athens, GA.

➢ The Knowledge, Skills, and Abilities (KSA's) derived by the Human Performance Center (HPC) from the Occupational Standards for the SH rating are being incorporated into the SH rating Navy Mission Essential Task List (NMETL) for validation by Subject Matter Experts (SMEs).
➢ Begun writing position descriptions (PDs) for the 48 prospective CSS civilian personnel.
➢ The next meeting to discuss CSS organizational structure and business operations, functionality will be held 24-25 SEP in Athens, GA.

Center for Seabees and Facilities Engineering (CSFE)- Working Group 1 for the TFE Seabees ratings review was held at NCTC Gulfport.

➢ Impact of new and future requirements across all the Seabee ratings was examined and aligned against current functional areas, jobs and duties of each of the 7 enlisted ratings (BU, EA, SW, SM, CE, UT, and EO).
➢ Changes to current and need for new jobs/duties were captured. Issues, current and future, across all and for individual Seabee ratings were documented.
➢ Working Group 2 is scheduled for the week of 23 SEP in Point Hueneme, CA.
➢ Data collection will focus on current rating status down to the task level to begin development of the Apprentice, Journeyman, Master (AJM) continuum for each rating.
➢ Industry certifications and qualifications (certs & quals) alignments and opportunities is soon to begin.

Additional Cell Reports:
This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.

HPC: Human Performance Consulting Fundamentals and Methods Course:
This course is designed to prepare participants to perform as human performance consultants for the Navy. Participants will apply a Navy performance scenario to gathering requirements, identifying gaps, performing root cause analyses, selecting solutions and determining measures of effectiveness. The course will include a consultant's toolkit to facilitate immediate application on the job.

➢ HPC experts and the AT/FP Warfare Development Center research team are analyzing PRISM training, qualifications, and goals of 9mm, shotgun, and rifle proficiencies required by security officers and armed sentries.
➢ Follow-on work will focus on exploiting proficiency development options using small arms simulators (PRISM/FATS), field exercises, laboratories, and live fire ranges.
➢

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